



@USNPEOPLE WEEKLY WIRE

1) What and When “Matters” / 12 AUG 14 [\[LINK\]](#)

By Vice Adm. Bill Moran, Chief of Naval Personnel

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To sustain and advance future initiatives our personnel business needs to become more nimble and responsive. We’ll need to anticipate and address challenges before they burden Sailors, create retention problems or hinder our warfighting focus. Beyond simply reacting to problems we will strive to be more forward leaning.

Over the next year, through continuous improvement, our team in DC, Millington, Pensacola and Great Lakes will focus on more long-term and aspirational goals aimed at improving our support to the Fleet.

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or find it online at www.navy.mil/cnp

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A couple of years ago, our CNO coined the phrase “where it matters, when it matters” to plainly describe the unique proximity and responsiveness our Navy provides in times of conflict and crisis. And it’s our ready Sailors who make it happen.

This past week, Fleet Master Chief Beldo and I had the privilege of visiting many of these Sailors standing watch throughout the Arabian Gulf and CENTCOM.

We began our visit with the Bush Strike Group just hours after media first reported their air strikes against extremists in Iraq.

Our visit had been scheduled months ago and the reason was straightforward – to answer questions, to listen to comments and to take back concerns within our manning, personnel, training and education portfolio.

We anticipated meeting with Sailors who, given the pace of their work, would likely be a bit fatigued or even frustrated. What we found instead were motivated and energized Sailors who clearly understood the missions they were being asked to plan and carry out.

Over a three-day period, where we visited Bush, Roosevelt, Philippine Sea and units assigned in Bahrain (like Ponce, PC and MCM crews, VP-10 and any number of CTFs), Sailors gave us a healthy list of questions, comments and taskers. But what stood out above any one issue was their focus and enthusiasm.

This trip wrapped a year of visits to fleet concentration areas in every region around the globe. At each stop we met with Sailors and families to better understand rewards and distractions from their service. What we found was remarkable energy and resilience, but also stories of struggle and frustration with unpredictable deployments, inefficient detailing and antiquated training.

Based on Sailor feedback, Navy leadership took on initiatives to alter how and when we crew our units, improve quality of service, and change how we screen Sailors and families for overseas duty. We also increased sea pay, worked to reduce gaps at sea, and have proposed a new high-deployment pay for those away from home longer than seven months.

All of these initiatives are intended to increase morale, warfighting spirit and the ability to get the job done, but in some cases they were simply late or long overdue tasks.

To sustain and advance future initiatives our personnel business needs to become more nimble and responsive. We’ll need to anticipate and address challenges before they burden Sailors, create retention problems or hinder our warfighting focus. Beyond simply reacting to problems we will strive to be more forward leaning.

Over the next year, through continuous improvement, our team in DC, Millington, Pensacola and Great Lakes will focus on more long-term and aspirational goals aimed at improving our support to the Fleet.

Your feedback will continue to be important to advancing new efforts and breaking old paradigms. So please continue to share your comments and good ideas - every one of them helps.

See you in the Fleet,
CNP

2) PRIMS Screening Change Empowers Commanders/ 15 AUG 14

From Navy Personnel Command Public Affairs

Changes in promotion screening will empower commanding officers (CO) to have more direct impact on their officer and chief petty officer advancements, Navy leaders said Aug. 7.

Upon release of an upcoming promotion NAVADMIN, Navy Personnel Command (NPC) will no longer screen PRIMS for officers and has stopped reviewing master and senior Chief Boards for missing Physical Fitness Assessment (PFA) data or failures of their most recent PFA. It will be the COs' responsibility to review the PRIMS data of these Sailors and delay their promotion as required.

Formerly, NPC was screening the PRIMS for PFA failures prior to officer promotions and prior to master and senior Chief boards results being released. When a failure of the most recent PFA was found, or if the latest PFA Cycle data was missing from PRIMS, NPC would then begin administrative actions to delay promotion while commands corrected PRIMS data.

"What we found is that in almost all cases of promotions that were held up due to missing PRIMS data, the Sailors ultimately were cleared. Our reviews generated many false negatives due to missing command data," said Capt. Stephen Lepp, director, Career Transition Division. "These false negatives have caused significant delay in the promotion of the Sailor – up to 90 days or more."

In this fiscal year there have been 85 officer and 81 chief petty officer PFA promotion delays. In all cases promotion eligibility was ultimately confirmed. These delays required more than 3,100 man-hours (Navy wide) to resolve.

"Unnecessary churn can be avoided if COs ensure that their command fitness leaders have entered all data into PRIMS at the close of the PFA Cycle, paying particularly close attention to Sailors that are up for promotion," Lepp said. "Promotion delays cause significant stress on the service member and their family. By empowering COs, we're helping ensure that promotions occur on time, and that they are the positive experience they are intended to be."

Visit www.npc.navy.mil for more promotion information.

3) Navy Announces FY-15 Senior Enlisted Continuation Board / 14 JUL 14 [\[LINK\]](#)

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"There are no quotas for this board; it is strictly a performance-based board," said Navy Personnel Command (NPC) Force Master Chief (SW/AW/EXW) Leland E. Moore. The board will look at certain performance indicators detailed in the board precept and on the NPC continuation page at www.npc.navy.mil/boards/enlistedcontinuation.

As outlined in NAVADMIN 180/14, active component (AC) and Full Time Support (FTS) E-7 to E-9 Sailors with at

least 19 years of active service computed from their active duty service date as of Feb. 28, 2014 and three-years' time-in-rate (TIR) as of June 30, 2014; and selected Reserve (SELRES) and Voluntary Training Unit (VTU) E-7 to E-9 Sailors with at least 20 years qualifying service as of Feb. 28, 2014, and three-years TIR by June 30, 2014, will be considered by the board.

The Naval Education and Training Professional Development and Technology Center will publish the names of board-eligible Sailors Aug. 29. The names will be posted to the Navy Enlisted Advancement System website at <https://neaos.cnet.navy.mil>, and individuals can view their board eligibility profile sheet on Navy Knowledge Online (<https://www.nko.navy.mil>).

Commands will be able to review their FY-15 SECB listing for accuracy. If an eligible candidate is not listed, commands must contact NPC to make the required adjustment. Sept. 22 is the last day for commands to resolve eligibility issues.

Letters to the board must be received by Oct. 6. See NAVADMIN 180/14 for submission procedures and mailing addresses.

Board results will be posted on BUPERS On-Line for command access only, and commanding officers will be notified via a Personal For NAVADMIN when this occurs.

AC/FTS Sailors who are not selected for continuation must transfer to the Fleet Reserve or retire by Aug. 31, 2015, unless operationally waived by the Deputy Chief of Naval Personnel. SELRES/VTU Sailors must transfer by Sept. 1, 2015. Sailors with an approved operational waiver must transfer by Nov. 30.

For more information, read the message at the NPC website at www.npc.navy.mil, visit the NPC enlisted continuation page at www.npc.navy.mil/boards/enlistedcontinuation or call the NPC Customer Service Center at 1-866-U-ASK-NPC (1-866-827-5672).

4) Taking the Watch: New 21st Century Sailor Office Director [\[LINK\]](#)

By Rear Adm. Rick Snyder, Director, 21st Century Sailor Office

I'd like to take this opportunity to introduce myself as your new director of the 21st Century Sailor Office. My name is Rear Adm. Rick Snyder, and I recently took the reins from Rear Adm. Sean Buck, stepping into an office with an awesome mission and a very dedicated and capable team in place. I have no doubt that together with the Fleet's help, we will build upon the great work already accomplished since the inception of the 21st Century Sailors Office just over a year ago.

I come from command of Expeditionary Strike Group Two (ESG 2) in Norfolk, Va., where I saw firsthand how 21st Century Sailor Office policies and programs were executed in the Fleet. Now that I'm sitting in the seat in Washington, I can continue to bring a Fleet perspective to the efforts of my predecessor and the team of professionals with whom I now have the honor to serve.

The Office's efforts of the last 13 months have been many. We created programs and policies to promote a culture of fitness, reduce destructive behaviors, including sexual assault, enforce accountability at all levels, and provide resources and training for Sailors to understand and deal with operational stress. There is tangible progress! We developed the "Keep What You've Earned" campaign to better address alcohol-related issues. There has been a decline in both sexual harassment and discrimination reports. Prevention of hazing and other

abusive behaviors is now better enabled by a new office to help command triads identify and eliminate abusive behaviors while encouraging the Sailor signature behaviors we expect to see in the Fleet on a daily basis. Positive results for illegal drugs are down, but we noted a rise in positive results for prescription drug abuse/misuse. In response, we deployed a new campaign called “Prescription for Discharge” to educate Sailors and their families on how to safely use and dispose of prescription drugs. We deployed resilience counselors on ships in the Fleet to provide an additional resource to whom Sailors can reach out when needed. Our Physical Fitness Assessment pass rates are the best they’ve been in years, and we’re enhancing that progress with an increased focus in healthy eating. For more details on these efforts, I encourage you to read the last blog from Rear Adm. Buck.

This has been a Navy team effort – Fleet and Family Support Centers; chaplains; medical professionals; Morale, Welfare and Recreation offices; child care and youth programs; ombudsmen; CSADD chapters; Navy Safety Center; Navy Personnel Command; Navy Education and Training Command; legal services; and most importantly – the Fleet.

This coming year, because of feedback from the Fleet, we’re introducing interactive, peer-led bystander intervention training. Intervention can make a difference across the entire range of destructive behavior. Intervention and other preventive efforts to deter destructive decisions and behaviors results in more resilient Sailors, better prepared to answer our Nation’s call and take on the various challenges encountered throughout the world, both on- and off-duty.

To meet the CNO’s #1 tenet of “Warfighting First,” we must have Sailors that are ready to be where it matters, when it matters – that’s our goal. I look forward to working with my team and the Fleet to bring all Sailors the policies and resources to make them the most resilient Sailors the Navy has ever known.

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